



In-plan annuities can help overcome retirement risks

Adding lifetime income can enhance your QDIA

Providing options within your QDIA that deliver lasting income in retirement can help you attract and retain a diverse workforce while giving your employees the confidence to retire on their terms.

Risks to retirement income

How an annuity can help

Outliving income



About **1 out of every 4** people who are 65 years old today **will live to be 95.**¹

- One in five individuals who took a lump sum from their retirement plan depleted their lump sum in 5½ years, well short of average lifespans.²
- Employees and a spouse or partner can access dependable annuity income for life.

Market risks



Over the past 30 years, annual returns for the Dow Jones Industrial Average have ranged from a

high of 33.5% to a low of -33.8%.³

- A fixed annuity can help protect savings as retirement approaches, a time when a major market correction can dramatically alter the retirement lifestyle employees had envisioned. Upon retiring, they can receive guaranteed income safe from any market volatility.
- Driven by underlying investments, variable annuity income can rise or fall over time. Any increases can help counter inflation.

Declining health



About **10% of people age 65 and older** and **32% of people age 85 and older** suffer some type of **cognitive impairment.**⁴

- Once set up, income payments continue for as long as your employees live.
- Dependable monthly annuity income can help ease employees' concerns of managing investments and withdrawals as they age.

In-plan annuities can help overcome retirement risks

Annuities can provide income to help pay for retirement expenses and manage some risks your employees may face.

Expenses	Solutions
Everyday: <ul style="list-style-type: none">HousingFoodUtilitiesMedical insurance premiumsTransportation	Dependable lifetime income, unaffected by market volatility: <ul style="list-style-type: none">Social Security (if available)Employer pensions (if available)Fixed annuities
Lifestyle and legacy: <ul style="list-style-type: none">TravelDining outEntertainmentGifts and bequestsLuxury itemsEmergencies/unexpected expenses	Variable income (based on market performance) with the potential to increase: <ul style="list-style-type: none">Variable annuitiesMutual fundsOther investments (stocks, bonds, etc.)

Workforce Management

Benefits: Employees with the option to receive money in retirement from a fixed annuity may be more confident on their ability to retire “on time” and still cover their essential recurring expenses in retirement.



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¹ TIAA Actuarial Department, based on 2018 TIAA dividend mortality tables.

² Source: “Paycheck or Pot of Gold” Metlife, April 2017.

³ Dow Jones Industrial Average Calendar Year Returns 1988-2017.

⁴ Source: MacroTrends LLC. Alzheimer’s Association “2017 Alzheimer Disease Facts and Figures” https://www.alz.org/documents_custom/2017-facts-and-figures.pdf Further sourced from Hebert LE, Weuve J, Scherr PA, Evans DA. Alzheimer disease in the United States (2010-2050) estimated using the 2010 Census. *Neurology* 2013 May 7; 80(19): pp. 1778-1783.

For fixed annuities, guarantees are based on the insurer’s claims-paying ability. For variable annuities, account values and lifetime income will fluctuate based on performance of the accounts and it is possible to lose money.

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